



Alternate Channel

The newsletter for and about the members of the
LOUDOUN COUNTY FIRE AND RESCUE SYSTEM

AUGUST 2004



Public Access Defibrillation (PAD) Program in Loudoun County Schools

Potomac Falls High School Principal E. Wayne Griffith accepts first AED unit from SVRS Chief Byron Andrews III, as SVRS President P. J. Azzolina and Anne Lewis, Supervisor of Guidance and Health Services of Loudoun County Schools look on.

See Story on Page 5

Alternate Channel

is a monthly publication for members, families and supporters of the Loudoun County Fire-Rescue system produced by the Loudoun County Department of Fire-Rescue Services.

Printed by The Printery.

Editor: Frankie H. Rust
frust@loudoun.gov

The mailing address for information or articles is:

Alternate Channel
Loudoun County Department of
Fire & Rescue Services
16600 Courage Court
Leesburg, Virginia 20175

Deadline Submission Date:

Submissions for the Alternate Channel issues are due by the first business day of the previous month.

Example:

May 1st for June Issue

Company Reporters:

- Co. 1 J.B. Anderson, &
Ian Buchanan
- Co. 2 Rick Reaves
- Co. 3 Edna Algie-Hoppes
- Co. 4 Betty Dodge/Cyndi Vest
- Co. 5 Jim Reed
- Co. 6 Kay Parker
- Co. 7 Jeannie Cooper
- Co. 8 William D. Schwartz
- Co. 9
- Co.10 Frank Fitchett
- Co.11 David Short
- Co.12 Mike Senate
- Co.13 Marie Householder
- Co.14 Sue Johnson
- Co.15 Wilma Grant
- Co.16 Jim Dunagin
- Co.17 Rodney Krone, Jr.

Core Values: The Engine that Powers the Machine

Deputy Chief Keith Brower

As a precursor to this article, I'd ask that you take a few moments by yourself or with members of your team to think through and discuss the following scenarios:

1. The New Recruit

The new recruit has arrived. Upon your first interaction with this person, you:

- Say nothing
- Say "hello"
- Say, "hello," smile and tell them you will help them any way possible.

2. Rumor Control

You have just inadvertently overheard a heated disagreement between the Battalion Chief and the Station Officer. You:

- Discuss it privately with a co-worker
- Discuss it socially with several co-workers
- Keep it to yourself, since you trust your Station Officer to tell you if it affects you.

3. Play the Middle

You are with several co-workers at a social event. Discussion centers on another co-worker who isn't there. You do not agree with the things they are saying about the person. You:

- Say nothing
- Trash them anyway

Continued on Page 6

Attention All Volunteer & Career Personnel

When you receive a TB skin test through INOVA, that test may only be read through INOVA or by LCFR personnel trained (Jay Brown, Jason Cage, Jamie Cooper, Linda Hale, Beau Logsdon, Frankie Rust, Jose' Salazar, and Bob Swarthout) to read the test. Test results read by any other source (friends/family) will not be accepted. INOVA testing is paid by the County.

When you receive a TB skin test through the Loudoun County Public Health Department, that test may only be read through the Loudoun County Public Health Department. Test results read by any other source (friends/family) will not be accepted. (also paid by the County)

When you receive a TB skin test through your private physician, that test may only be read through your private physician's office. (Not paid by the County)

Maintain a copy of your test results for documentation when needed.
We recommend annual TB testing.

COMPANY NEWS

Company 9 News

Members of Arcola participated in a joint training exercise with the U. S. Park Police at their Aviation Facility in Washington, D.C.

Each member had the opportunity to connect a patient in a stokes basket to the helicopter hoist, as well as act as a tag line safety while the stokes was lifted to the hovering aircraft. This simulates a lift in a confined area where a helicopter may not be able to land, such as a trail rescue.

U. S. Park Police is often available for this type of service and can offer many more services to your Department. At a minimum they have a pilot and a paramedic on board and depending on the type of rescue, may add another rescue technician and other special equipment. One of the other activities we participated in was using the jungle penetrator, which is a device used for insertion and extraction through heavy forest cover. This device can be used to drop off or pick up fire-fighters in a high-rise type incident as well. The entire flight staff was very cordial and enjoyed the opportunity to train with our Department. This is the third year our Department has participated in this training, which has become a very popular event.

If you would like more information about this training or would like to participate with us next year, please have your station training officer contact Chief Shultz at Station 9.

*Article by Chief Shultz
Photos by Lieutenant Miner*



U.S. Park Police and Arcola Co. 9 members at the Aviation Facility.



Type of training activities conducted with the U.S. Park Police.

**CHECK YOUR PHOTO ID CARD'S
EXPIRATION DATE**

SEPTEMBER 2004

Regularly Scheduled Monthly Meetings of the Loudoun County Fire &

SCHEDULED TRAINING

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Companies 13 & 17	2	3	4
5	6 Companies 1,3,5,6,11,1 6	7	8 Company 10 Retention &	9 Company 15	10	11
12 Company 14	13 Companies 2,7,8,9,12 BLS Committee	14 Rescue Chiefs	15 Fire Council	16	17	18
19	20 Company 1 ALS Committee	21 EMS Council	22	23	24	25
26	27 Companies 4 & 8	28 Fire-Rescue Commission change)	29	30		

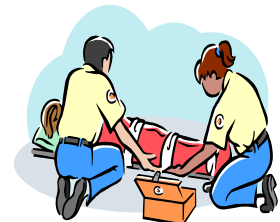
AHA CPR-Healthcare Provider

Class #6 August 29, 2004
Class #7 October 17, 2004
Class #8 Dec. 5, 2004



EMT-Intermediate- Daytime:

Thursday,
August 12th, 2004



Chief Billy Costello



Last week Chief William Lynn Costello, known as “Billy”, passed away at the age of 94, a charter member of the Ashburn Volunteer Fire and Rescue Department. As a charter member Chief Billy helped create the AVFRD 60 years ago. He was a calm and diplomatic man who could assess a fire situation and direct the team into action. The AVFRD was formed after a house fire claimed some children’s lives on a farm nearby. Billy went into action to help protect the community and continued to serve selflessly from 1944 to 1981, 20 years as Fire Chief.

Fire Departments didn’t just happen. To fund the first equipment they held carnivals, participated in turkey shoots and had assistance from the Ladies Auxiliary suppers. Because there was no “911” phone system, Billy and Frances home phone number was the number to call to report a fire. Their porch was wired so Frances or Billy could push a button to set off the siren when they got a call. Billy always made sure someone was home to cover any emergency call or the Partlows (the Ashburn family that owned a dairy farm and the general store) took the calls from the party line.

His influence did not just apply to Ashburn, but to Loudoun County as well. He insisted on training, and focused on learning the right way. He was instrumental in the establishment of the current training center,

Continued on Page 8

National EMS Week Activity:

Public Access Defibrillation (PAD) Program in Loudoun County Schools

**By Joseph Ellis, Co.15
Administrative Member**

After nearly two years of talking and planning, with a concerted effort on the part of Mike Gam-mill, P.J. Azzolina and others within and outside of Sterling Rescue, the Public Access Defibrillation (PAD) Program reached fruition on May 21, 2004.

Two LifePak CR Plus AEDs were installed in Potomac Falls High School in a ceremony attended by dignitaries from Loudoun County Fire and Rescue, Loudoun County Public Schools and Sterling Rescue. In attendance were: E. Wayne Griffith, principal of Potomac Falls High School; Dr. Edgar B. Hatrick, Superintendent of Loudoun County Public Schools; Ned Waterhouse, Deputy Superintendent, LCPS; Mary Maguire, Public Information Officer and Assistant to the Chief for Loudoun Fire and Rescue; Anne Lewis, Supervisor of Guidance and Health Services, LCPS; Ray Lambert from Facilities Management, LCPS; and Wayde Byard, Public Information Officer for Loudoun County Public Schools.

Representing Sterling Rescue were: President P.J. Azzolina, Chief Byron Andrews III, and John Cummings, Public Information Officer. Duty crew members in attendance included: Alan Williams, Cathy Hott, Jaime Thompson, Bill Nicholson, and Joe Ellis, plus many

others.

By the time you read this, a total of 18 AEDs will be installed in cabinets and placed in Loudoun County Public Schools. Two AED's will be placed in each of the county's eight high schools, one in the Douglas School, and one in the Monroe Technical Center.

This project was made possible by a bequest to Sterling Rescue from Grace E. Armel, who was grateful for the squad's services to both her husband and herself. What a wonderful benefit to our Loudoun County schools and an awesome project which just happened to coincide with National EMS Week!

RHVFD Honors Senior Members

The Round Hill Volunteer Fire Dept Inc. honored their oldest living life time member, Edgar Conard, on May 29 by riding him through the Round Hill Days parade in their brush truck. He was chauffeured by Department Vice President, Fenton Simpson, life time member with 33 years service and son of the late Joseph Simpson who was in the department with Mr. Conard.

Mr. Conard was 94 years old on May 29. For his birthday, his nursemaid, Jennifer Thompson, asked if he could be given a fire truck ride.

Mr. Conard joined the department in 1948 and still attends all their functions as an honored guest. Mr. Conard served for many years as Treasurer of the Department. One of the fondest memories of many others in the Department who knew Mr. Conard was when he worked at the Round Hill Grocery.

When the siren sounded, Mr. Conard would leave the store, with his apron still on, and proceed to the station to respond to the call.

Congratulations to Mr. Conard.

Ernest (Teedles) Gray, a life time member with Round Hill Company 4 recently celebrated 50 years membership with the department. Teedles' services are still valued by the department at Bingo sessions and other fundraisers. Congratulations and thanks Teedles from your fellow members.

Submitted by Betty Dodge, Co. 4



***A BIG THANK YOU
for the articles!***

Please keep the articles & photos coming!

E-mail Attached Articles & Photos

To: frust@loudoun.gov

- Speak up and tell them why you don't agree with their comments.

4. Honest Abe

You find \$20.00 on the floor while cleaning up the Bingo hall. No one else is around. You:

- Pocket it
- Put it in the station food fund
- Give it to the Station Officer.

While I can't suggest that there are answers for these situations that are absolutely correct, I do believe that individually we would achieve consensus or common ground on choices that we would make as well as choices we would not make. And most of us, given any of the above, would make the "right" choice.

The purpose of this little illustration is to get you thinking about what drives the decisions we make. Very simply, we call these motivators "values." They are beliefs we hold and act out based upon principles of right v. wrong, good v. bad, and so on, and they become a part of our character and reputation. You've heard these: "He's honest." "She's truthful." "Can't trust him as far as I could throw him." These are all reflections as to how we see others manifesting, in large part, their value system. As humans, we tend to learn from and model the behavior of others around us. Fortunately, most of us migrate toward and evolve as persons whose values are "good," and we shy away from persons whose values we view as "poor."

Like people, organizations have values. Similarly, people want to be associated with organizations that are recognized as having "good" values. Termed "core values," they are defined as the various principles, standards and actions that organizations strive to move toward. They serve to guide daily operations and function as a backdrop to steer employees toward the mission.

But do we really have core values in the fire and rescue service; Loudoun County Fire-Rescue Services in particular? Isn't it just about processing the call, getting to the scene and pulling hose or administering nitro and issuing the summons? Wouldn't core values be more appropriate for companies that turn a profit, like FedEx, IBM or McDonald's? The answer, unequivocally, is that any organization that is worth its salt will have a very good core value structure in place, whether it knows it or not.

The Loudoun County Department of Fire-Rescue Services, as part of the greater County organization, is bounded by an overall mission of effective and efficient service to the public. We have carried out this mission over the years, with a respectful track record on enforcement programs, training programs and operational efforts. But, we also have issues. Huge issues that relate to our identity as an organization, our procedures, our decision making process, our ability to communicate effectively and, in some instances, our general behavior. These are issues that threaten to destroy our reputation of past success and our future ability to successfully adapt to the rapid and vast changes brought on by too much growth too fast. These same issues, however, present us with an opportunity to set the foundation for the attitudes and actions that will point us in the direction for success as we continue to grow and learn. The following are our core values, drafted by a "working group" of members who have been asked to set forth the traits they see as "good," "desirable" or otherwise beneficial to our organization. They are listed and defined as follows:

- Teamwork - "Do It Together": To achieve organizational effectiveness and efficiency by collectively supporting a common goal of excellence through service, valuing and fostering the contributions and involvement of all departmental employees – and acting daily on a personal commitment to help one another selflessly.
- Integrity – "Do It Right": To be morally sound, honest, and free from corruption – with its influences and motives, and to maintain a sense of personal consequence and organizational accountability for our actions and words, consistent with an unyielding pride for who we are, where we work, and who we serve.
- Professionalism – "Do It Well": To conduct and carry ourselves responsibly as respected ambassadors and public servants – and to be knowledgeable, skilled, and in a state of readiness to perform our duties

with great swiftness, ability, and in such a manner as to promote our communities' trust and confidence – while steadfastly committed to continuous organizational and personal improvement.

- Service – “Do It Now”: To personally and collectively provide necessary and beneficial services in an effective, courteous, and timely manner to all whom these services target and touch, and in such a manner as to protect our community – and one another – from harm.

These core values are simple and basic, not rocket science. Think of them as our “north” compass point. And, if carried forth in action by all of us, we will greatly improve our chances for succeeding in our mission of service and we will become one of those organizations that people will want to belong to, career and volunteer.

Our collective goal, once these core values are adopted, is to disseminate them to all and to begin to walk the walk at every level of our organization. Words on paper are easy. And action, or lack thereof, is witness to the commitment. We must be willing as management to listen, solicit input, communicate in the process, make the right decisions, to reward and to discipline. At the “street” level, it’s about coming to work on time, having a good attitude, being honest and working hard. And all of us need to be able to be told, frankly and respectfully, when we are steering off that north compass point, and to be able to do something to correct it.

In closing, your ideas and opinions on our core values are always important. It is important that we have taken this first step. The journey never really ends and we may find, over time, that these core values will need adjusting, just as the good IC adjusts the incident management plan when the chosen strategy is not working. Hopefully we will not become complacent in this regard. For now, let’s try to live these values out and work with others to make it a collective effort.

I really believe that each of us wants to be part of something recognized as good.

Be safe...

Arcola’s Open House

Company 9 held their first open house since 1998. The open house was on May 23rd to coincide with the opening of their new addition and EMS Week. Member Debbie St. Clair was the chairperson of the event.

There were numerous activities for the public to participate in. Many businesses in our area donated money, goods, door prizes and their services.

Watch for another Arcola event in October during Fire Prevention Week.

We would like to thank the following for their assistance with our open house:

- Arcola Community Center-use of their field for Aircare and parking.
- Lucketts VFD-portable stairs for fire truck rides.
- Sterling VFD-smoke house and Freddie the fire truck.
- Aircare-helicopter tour.
- Joy Dotson, Loudoun Department of Fire-Rescue-public education and recruitment materials.
- Loudoun Forestry-Smokey the Bear.
- Loudoun Sheriff’s Office –Child ID’s.
- Day Crew, Co. 19-Child Safety Seat Inspections
- Day Crew, Co. 9
- Loudoun Hospital Center-EMS handout materials.
- Virginia State Police-representative.
- Our area businesses.
- Debbie St. Clair and members of Company 9 for a great event.

and many other County wide innovations. He was the recipient of the first Loudoun County Fire Fighter of the year award, and has been inducted into the Loudoun County Fire & Rescue Hall of Fame. Ashburn has awarded the Costello Award annually since 1980 to the member that exemplifies training and innovation, in Chief Billy's honor.

Among those that spoke at his funeral there was a common theme. He was a good man. Melvin Byrne remembered meeting Chief Billy as a small boy. "He was so kind to me, and when I found out he was the Fire Chief, I was in awe. It is a lesson I try to remember that he taught me and I have tried to pass on to others. As a member of any fire Service, we must remember the impact we have with others no matter how young or small." Acting Assistant Chief, LCFR, Howard Dawley remembers him as a role model in his unwavering devotion to his beloved wife Frances. "I was a new husband when we met, he taught me by his example in so many ways, in how he cared for her." "I never heard him say a bad word" said Stuart Weller, "he could and did discipline but always in his calm and steady way."

Last Saturday, Billy was laid to rest in Leesburg with full Firefighter honors. Firefighters from surrounding communities came to pay their respects. The flag draped coffin of Chief Costello was lain on top of Ashburn's 1980 Hahn, and transported in a solemn procession to Union Cemetery. The procession included vehicles from Sterling Fire and Sterling Rescue, Leesburg and Arcola. The Hahn, carrying Chief Costello to his rest entered the cemetery under two hook and ladder trucks with their extended ladders in an arch. When the service was over, with the echo of bagpipes still in the air, a dispatch call was made to all Loudoun County Fire departments, dispatching Chief Billy Costello for his last call.

Yes, Billy Costello, just a simple man born on a farm near Dranesville, Virginia, hauled milk from Loudoun dairy farms to Washington every day was a hero to many who knew him and many more that did not. A quiet man who has left a lasting legacy to our community. So when you hear or see an Ashburn Engine number 6 or the new Engine number 23 go by, think of Billy Costello and the other heroes of Ashburn who started our fire department with only the motivation of ***"Neighbors helping neighbors"***.

